

THE EFFECT OF INDIVIDUAL EMOTIONAL INTELLIGENCE ON TEAM PERFORMANCE AMONG NURSRES

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To my loved grandparents and parents

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ABSTRACT

This study is conducted to analyze the effect of individual emotional intelligence (EI) on team performance among nurses. Individual emotional intelligence (EI) is viewed as the independent variable consisting of optimism/mood regulation, appraisal of emotions, social skills and utilization of emotions. Nursing team performance is view as the dependent variable. A survey using questionnaire was carried out to 260 respondents in Handan First Hospital, Hebei Province, China. Descriptive analysis was used to identify the level of individual emotional intelligence (EI) and nursing team performance. Furthermore, correlation test using the Pearson Correlation Coefficient (r) has been performed in order to identify the relationship between independent and dependant variables. The findings show that there is a significant positive relationship between individual emotional intelligence (EI) and nursing team performance. Finally, multiple regression analysis identifies the strength of the relationship. Results indicate that utilization of emotions has the most strongly contribute to nursing team performance.

ABSTRAK

Kajian ini dijalankan untuk menganalisis kesan kecerdasan emosi individu (EI) mengenai prestasi pasukan di kalangan jururawat. Kecerdasan emosi individu (EI) dilihat sebagai pembolehubah bebas yang terdiri daripada peraturan mood/yang optimum, penilaian emosi, kemahiran sosial dan penggunaan emosi. Manakala prestasi pasukan kejururawatan adalah sebagai pembolehubah bersandar. Satu tinjauan yang menggunakan soal selidik telah dijalankan kepada 260 responden di Handan Pertama Hospital, Hebei, China. Hasil daripada tinjauan yang dijalankan, analisis deskriptif telah digunakan untuk mengenal pasti tahap kecerdasan emosi individu (EI) dan prestasi pasukan kejururawatan. Tambahan pula, ujian korelasi menggunakan Pekali Korelasi Pearson (r) telah dilaksanakan untuk mengenal pasti hubungan antara pembolehubah bebas dan pembolehubah bersandar. Dapatan kajian menunjukkan bahawa terdapat hubungan positif yang signifikan antara kecerdasan emosi individu (EI) dan kejururawatan prestasi pasukan. Akhirnya, analisis regresi berganda digunakan untuk mengenal pasti kekuatan hubungan antara pembolehubah. Keputusan menunjukkan bahawa penggunaan emosi mempunyai pengaruh paling kuat kepada prestasi pasukan kejururawatan.